FAQ

What is the PayPal Maggie Lena Walker Award?
- In its third year, The PayPal Maggie Lena Walker Award recognizes and promotes the achievements of underrepresented women who have charted new paths in their industries, demonstrated a commitment to economically empowering those in their communities, and are ultimately creating a more inclusive, dynamic and equal world.
- The Award is an extension of PayPal’s mission to foster an inclusive economy and builds on our $535M commitment to creating economic opportunity and closing the racial wealth gap.

Who is Maggie Lena Walker?
- Through bravery, dedication, and perseverance, Maggie Lena Walker became the first Black woman to charter a bank and serve as its president in the United States.
- In honor of Maggie Walker and her tenacity in the face of adversity and commitment to inclusivity, this award is a recognition of the achievements of historically underrepresented women who are economically empowering their communities and creating a more inclusive world.
- The Maggie Lena Walker award is the first-ever PayPal award, which will celebrate her legacy as a business leader and civil rights activist.

Who can be nominated?
- The PayPal Maggie Lena Walker Award recognizes four diverse women, with consideration to those in historically underrepresented groups. PayPal selects award recipients in each of the following categories:
  - Maggie Lena Walker Achievement Award: The award celebrates one (1) individual who, through their career and/or accomplishments, has economically empowered those in their community.
  - Maggie Lena Walker Emerging Leader Award: The award recognizes three (3) “rising star” entrepreneurs or leaders that are charting new paths in their industry and/or creating opportunities for advancement for their communities.

Can PayPal employees be nominated?
- PayPal employees are not eligible to receive the Maggie Lena Walker Award.

What are the award criteria?
- The award seeks to honor women with consideration to those from historically underrepresented communities in the United States. For the two award categories the criteria includes:
  - Maggie L. Walker Achievement Award:
    - Individual in mid- to late-stages of their career (suggested 25+ years of work
• Person has dedicated their career and work to economic empowerment.
  • Nominee could be a pioneer in their field.
  • Nominees are not limited to a certain industry – i.e., could be a business leader, teacher, nonprofit leader, etc.
  • Individual’s career or impact should showcase work that has broken down barriers for underserved communities and exemplify PayPal’s vision of an inclusive economy.

  o Maggie L. Walker Emerging Leader Award:
    ▪ Individuals in the early- to mid-stage of their career (suggested 1-15 years of work experience).
    ▪ Person has dedicated their work to economic empowerment.
      • Nominees could be focused on building or leading an organization or initiative helping create economic opportunity.
      • Nominees are not limited to a certain industry – i.e., could be a business leader, teacher, nonprofit leader, etc.
      • Individual’s career or impact should showcase work that has broken down barriers for underserved communities and exemplify PayPal’s vision of an inclusive economy.

Can previous winners be nominated again?
  • Yes, but previous honorees cannot be nominated in the category they were previously honored in.

Can previous Emerging Leaders Winners be nominated for the Achievement Award?
  • Yes, previous Emerging Leader Winners can be nominated for the Achievement Award to be considered based on the criteria outlined above.

Will previous nominees be eligible for this year’s award?
  • Yes, nominees previously nominated but not recognized – are eligible for the 2023 award and can be nominated.

Can an organization nominate more than one nominee?
  • Yes, organizations can nominate more than one nominee.

Can individuals nominate themselves?
  • Yes, individuals can nominate themselves for the award.

How are you qualifying “underrepresented” communities?
  • Groups who have had been denied access or have suffered from an imbalance in representation in common pursuits such as education, jobs, and housing, resulting in marginalization for some groups and individuals and not for others, relative to the number of individuals who are members of the population involved.

What is the nomination process? Who can submit a nominee?
  • Awardees are nominated both internally and by past recipients of the Maggie Lena Walker Award, then reviewed and selected by a PayPal Selection Committee, which
includes PayPal leaders and partners.

**Is there a fee to submit a nomination?**
- There is no fee to nominate someone.

**Who were the winners last year?**
- **Our 2022 Maggie Lena Walker award recipients include:**
  - **Achievement Award:** Connie Evans, former President and CEO, Association for Enterprise Opportunity
  - **Emerging Leader Award Winner:** Mandy Bowman, Founder and CEO, Official Black Wall Street
  - **Emerging Leader Award Winner:** Alethia Mendez, Division President, Elevating Black Women Entrepreneurs, Grameen America
  - **Emerging Leader Award Winner:** Diamond Walton, Founder, Elpida Social Capital LLC
- **Our 2021 Maggie Lena Walker award recipients include:**
  - **Achievement Award:** Kathryn Finney, CEO, Genius Guild; General Partner, The Greenhouse Fund
  - **Emerging Leader Award Winner:** Sheena Allen, Founder and CEO, CapWay
  - **Emerging Leader Award Winner:** Chloe B. McKenzie, Founder, BlackFem
  - **Emerging Leader Award Winner:** Vanessa Roanhorse, CEO, Roanhorse Consulting; co-founder, Native Women Lead

**Why do you ask for the nominees contact information?**
- The nominee’s contact information that is provided in the submission form will only be used in the case that the award review committee is interested in putting forward your nominee as a finalist. In this case, we'll use this information to contact the nominee directly and confirm their interest and eligibility to receive the award.
- Providing nominee contact information will not add any work to the nominee’s plate. If PayPal reaches out, it simply means that they are in the running to be named a winner!
- PayPal prioritizes privacy. All of the content submitted in the nomination form – including the nominees contact information – will not be released or used for any purpose other than direct contact from a member of the PayPal communications team about the award.

**How will the winners be recognized?**
- The awardees from each category will be provided with both monetary and business resources, including:
  - **Maggie Lena Walker Achievement Award ($50,000):** Awardees can choose if they would like to donate the award money to a charity or cause of their choice.
    - For example, the awardee could use the money to invest within their own organization to provide funding for training, marketing, resources, etc.
    - They could also choose to donate the money to an organization whose mission aligns with financial and economic empowerment for underrepresented communities. This could include nonprofit organizations, specific startups or venture funds, etc.
  - **Maggie Lena Walker Emerging Leader Award ($20,000/each):** The award money can be put towards them building their business and/or realizing their
vision, with the ultimate goal of advancing financial and economic empowerment for underrepresented communities.

- PayPal will also provide business resources and mentoring to awardees, as appropriate.

What is the deadline to submit a nomination and when will the award be announced?

- Nominations for the award will be open until Sunday, August 13, 2023.
- Submissions will be reviewed in September 2023, and winners will be announced in Fall 2023.